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Agenda item 112

PERSONNEL QUESTIONS

Views of the staff representatives of the United Nations Secretariat

Note by the Secretary-General

The Secretary-General transmits herewith for consideration by the Fifth Committee a document submitted by the staff unions and associations of the United Nations Secretariat. The present document has been submitted pursuant to the provisions of paragraph 2 (a) of resolution 35/213 of 17 December 1980, whereby the General Assembly reiterated its readiness "to receive and consider fully the views of the staff as set out by a single recognized representative of the staff of the United Nations Secretariat in a document submitted through the Secretary-General under the agenda item entitled 'Personnel questions'".

Annex

VIEWS OF THE STAFF REPRESENTATIVES OF THE UNITED NATIONS SECRETARIAT

INTRODUCTION

1. In last year's report, we noted that in wide areas of the United Nations Secretariat, the staff were suffering from low morale. Several factors have contributed to worsen rather than improve the situation in the course of this year, and we cannot escape the impression that the morale of the staff is reaching new depths.

2. To a considerable degree, this is a result of developments relating to conditions of service. These are reviewed in a separate paper presented by the Coordinating Committee of Independent Staff Unions and Associations (CCISUA) under the item "United Nations common system", so there is no need to dwell on them here in detail. Suffice it to say that the impending reductions, in real terms, of both the salaries and pensions of the General Service and Related Categories resulting from decisions of the International Civil Service Commission (ICSC) have had a depressing effect.

3. The current restructuring of the Secretariat has been the other major negative factor. In the absence of direct information provided to the staff, rumours have been rampant, and while the repeated assurances by the Secretary-General that no staff member would lose his/her job have been noted with satisfaction, the freezing of a large number of vacant Professional posts is bound to affect careers severely. The moratorium on the granting of permanent appointments is a further source of concern.

4. It should be noted that the staff do not object to the idea of restructuring as such. As the international environment evolves, changes may indeed be necessary fsom time to time if the Organization is to remain effective, especially now that it is finally about to play the major role envisaged by its founders. However, in order to avoid unnecessary resistance, those affected by such change should be informed and consulted.

5. One major change in the role of the Organization has been the multiplication and expansion of peace-keeping and humanitarian operations in the field. Ever larger numbers of Headquarters staff, both Professional and General Service, have volunteered for such operations which frequently involve hardship and danger. Under these circumstances, the least one can expect is that their contribution be properly recognized and rewarded.

6. During this year, several civilian staff members of the United Nations system have made the ultimate sacrifice of their lives. On 11 September, on the occasion of Staff Day, the staff organized a special ceremony to honour their memory, as well as that of military peace-keeping personnel fallen while serving under the United Nations flag. By their very nature, peace-keeping

operations can never be entirely risk-free; however, we hope that Member States and the Secretary-General will take all necessary steps to minimize such risks.

I. SECURITY AND INDEPENDENCE OF THE INTERNATIONAL CIVIL SERVICE

7. Given the evolving role of the Organization, it is important that Member States not only reaffirm, but respect and strictly enforce the principles already agreed upon and embodied in the Charter, the Convention on the Privileges and Immunities of the United Nations and other internationally accepted legal instruments which protect United Nations staff from abuse, and guarantee their ability to perform their functions independently, with the security and safety necessary to do so. Since Member States are the only guarantors to these instruments, it is up to them to ensure their application.

8. It is also incumbent upon Member States to ensure that the mandates given to the Secretariat set out realistic objectives and do not jeopardize the security and safety of the staff out of political considerations or for reasons of expediency. To meet these objectives, close consultations with the Secretary-General are essential.

9. In the past, United Nations missions were dispatched only to areas where hostilities had been suspended. At present the Organization is involved in areas where there are active conflicts. Moreover, parties other than sovereign States are involved, which calls for additional precautions. To begin with, the measures set out in the Security Handbook should be applied in all situations.

10. If international civil servants are to continue fulfilling their roles as peace-keepers and peacemakers, respect for their personal safety and security must be the Organization's paramount responsibility. The growing list of abducted, detained, disappeared or killed staff members reflects the disregard for these obligations. Any attack on staff is an attack on the United Nations system and the principles for which it stands. Consequently, to ignore such violations is to compromise the integrity of the Organization and to impede its effectiveness.

11. The increasing number of staff members killed in the line of duty over the last year is a matter of grave concern to the staff. Never before in the history of the Organization have so many died in such a short period. At the time of the death of Dr. Pumpalova, a UNICEF staff member, representatives of the staff requested that a board of enquiry be established in such cases. The purpose would be not only to learn under what circumstances our colleagues have been killed, but also to avoid, if at all possible, such occurrences in the future.

12. It is essential that the legal and human rights of the staff of the Organization be upheld. The Organization must be allowed access to all staff who are detained. A United Nations medical team must also be allowed regular access, and due process of law must be assured, with proper legal representation, in accordance with the relevant articles of the Declaration of Human Rights.

13. It is also essential that violations be reported rapidly. The organizations should establish a centralized database, which should include the medical records and all other relevant information on each case, in order to facilitate consistent follow-up by Member States, the Organization and staff unions, in the event of arrest, detention or disappearance.

14. In order to maintain a legal link with any illegally detained staff members, it is vital that their contract with the Organization be automatically continued, regardless of length or type, until the matter is satisfactorily resolved and the Organization has been able to fulfil its obligations towards them.

15. The posts of staff members who are being detained should be blocked until their return, and their salary should continue to be paid. Moreover, every attempt should be made to assist their families in their absence. Too often, once detained, a staff member becomes a victim of the bureaucracy, quickly forgotten and relegated to a statistic, his/her rights disregarded by the Organization.

16. Another subject of grave concern to the staff is what happens to detainees once they are released. Every effort should be made to normalize their situation by reintegrating them as quickly as possible and providing the rehabilitation often required for those who have endured physical or psychological abuse. It is appalling to witness the dilemma of released colleagues trying to re-establish themselves within the international civil service. Some have resigned in disillusionment, some continue their struggle through the cumbersome system of the administration of justice, while others are left to rely on the goodwill of individual administrators. The Organization must establish procedures to deal with such cases.

17. The international community must take care never to forget detained staff members and their families. In many cases, it was the constant pressure of those outside who cared that allowed them to keep hope and, in some cases, kept them alive until their release. Due to timely and persistent efforts, the American, British and German hostages in the Middle East were finally released. Still our colleague Alec Collett remains unaccounted for and many others languish in jails in the same region. We call upon the Member States and the Secretary-General to increase their efforts to free our colleagues.

18. The position of locally recruited staff is more precarious than that of international staff. They are more vulnerable than their international colleagues because, though they serve with the same zeal and commitment, host countries do not perceive them as true international civil servants. As a

result their rights are violated far more than those of any other group, and they are more prone to detention and arrest. Local authorities feel that since these staff are nationals of the country, they have no obligation to answer to any outside authority and thus view the interest of the Organization as an intrusion - sometimes with grave consequences for the local staff. Particularly, in cases where the Organization has been forced to evacuate, local staff must generally be left behind to fend for themselves. We feel very strongly that efforts must be increased to protect locally recruited staff to ensure they are not victimized because of their employment by the Organization.

19. We welcome the Secretary-General's position that it is totally unacceptable for some staff members to receive national subsidies to support their emoluments. The subsidizing of staff members by their Governments is in violation of Staff Rules and Regulations as well as relevant General Assembly resolutions. By this practice, certain Governments single out their nationals for special treatment, putting the rest of the staff at a disadvantage. This is just as unacceptable as Governments imposing inferior treatment on their nationals. What is particularly interesting here is that some of the Governments who extend this special treatment to their nationals are the very ones that claim we are overpaid. Special treatment to induce nationals to join the service says a great deal about the ability of present salaries and emoluments to attract new recruits who meet the requirements of the Organization. Furthermore, such special treatment creates a conflict of interest vis-à-vis the Organization, which should not be taken lightly.

20. We have previously drawn attention to a number of anomalies under the system of pseudo-secondment (see document A/C.5/46/21, p. 5), which are in contravention of Article 100 and Article 101 of the Charter and undermine the independence of the international civil service. In the aftermath of Administrative Tribunal Judgement No. 482: Qui, Zhou and Yao (1990) and General Assembly resolution 45/239 A, the administration has reviewed the contractual status of hundreds of staff members on pseudo-secondment and has restored their rights as individuals employed by the Organization.

21. Such a favourable outcome has been primarily through the actions of staff members themselves, such as refusing to turn over large portions of their salaries and emoluments to their Governments, reporting illegal practices associated with the system of pseudo-secondment, taking their cases to the Administrative Tribunal, etc. Unfortunately, some of them have been subjected to various forms of retribution. In some cases, their performance reports were deliberately downgraded by their supervisors, which led to the non-renewal of appointments. In other cases, staff members who have been reinstated have been denied passports.

22. In the past decade, the host country for United Nations Headquarters has selectively and arbitrarily imposed restrictions on private travel of staff members of certain nationalities in contravention of the obligations under the Headquarters Agreement and Convention on the Privileges and Immunities of the United Nations. We are pleased to note that in the past two years the host

country has taken positive measures of wholly and partially lifting such restrictions on staff members of certain nationalities. However, it still maintains restrictions on staff members of some other nationalities, which all the more clearly reflects the discriminatory nature of such restrictions. We call upon the host Government to rescind without further delay such unjustified travel restrictions on staff members.

II. STAFF MANAGEMENT RELATIONS AND THE RESTRUCTURING OF THE SECRETARIAT

23. In our last report, we highlighted the importance of good staff-management relations to an efficient functioning of the Secretariat.

24. With the arrival of a new administration, unfamiliar with the functioning of the Organization, some initial difficulties may have been unavoidable. They have been compounded by the activities of an outside consultant, ostensibly designed to introduce modern methods of management yet its initial proposals hardly reflect a thorough understanding of the areas examined so far.

25. Of late, we have noted some improvement in this regard, at least to the extent that the existing staff-management consultation machinery, at the highest level dormant for several months, has now again started to function, and we hope that this represents a harbinger of the future. In the absence of good staff-management relations, the full potential of the staff cannot be released.

26. Particular concerns have arisen in some of the larger field offices of the Secretariat. We have noted a tendency for senior officials to make up their own rules and procedures, with insufficient control from the centre. The dangers inherent in such a situation have recently been illustrated by an alarming incident.

27. The question of taff-management relations assumes particular relevance in the context of restructuring. It has often been said that the staff are the Organization's most valuable resource. Currently there is a major exercise under way that will radically affect their situation in the Organization as well as their career prospects. For the first time in the history of the Organization, however, this is being done under the cloak of secrecy and without staff involvement of any sort.

28. The staff have repeatedly expressed their willingness to undertake additional work, and many have volunteered, without hesitation, for missions that entail hardship and danger. However, they find it both demoralizing and frustrating to work in a climate of uncertainty about their future, including threats of further erosion of their conditions of service. If the Organization is to run smoothly and efficiently, something will have to be done to dispel doubts and allay fears. Reassuring words that are then contradicted by later actions only serve to increase the level of anxiety.

29. The staff would like to believe that there is method in the current flurry of post cuts, downgrading and redeployment. Lacking information about the plan that may guide those measures, however, they can only see former departments dissolving under the restructuring process. No explanations are offered, and the staff are left to figure out what will come next and hope it will not come their way. Needless to say, any promises about an improvement in conditions of service in a vaguely defined future are bound to meet with understandable scepticism.

30. Leaving the staff in the dark about their future may be considered by some shrewd managerial tactics. However, one cannot but wonder whether the fear, resentment and mistrust such an approach generates will not in the long run be more counter-productive than the immediate surprise effect it achieves.

31. Yes, the staff may well be the Organization's most valuable resource. Even the most unsympathetic would have to concede that they are essential to its proper functioning. The staff are not opposed to change, but they want to be part of it in the best of the United Nations tradition. At this point, it is essential to overcome the paralysis of fear and start working constructively.

32. To that end, the channels of communication have to be reopened. Trust must be restored.

III. CAREER DEVELOPMENT AND TRAINING

33. A comprehensive career development plan as envisaged in General Assembly resolution 44/185 A of 19 December 1989 has yet to materialize. Some components of the career development plan promulgated in information circular ST/IC/62 of 1986 have been developed to varying degrees, but the plan as a whole has not been implemented. A new concept and a revised scope of career development have been introduced but remain untested, since not all the required components are in place yet.

34. In continuation of the efforts to create a viable and productive career development plan, the Staff Management Coordinating Committee (SMCC) XV Intersessional Working Group on Career Development put forward to SMCC XVI a set of suggestions and recommendations pertaining to a more flexible approach to job classification at the P-1 to P-4 levels as a means of improving career advancement opportunities under the current depressed conditions for promotions, and we hope that the obstacles to this idea can be overcome.

35. While efforts are mounted world wide for outside recruitment to the Professional category, a cadre of experienced and educated staff are permitted to stagnate in the General Service category owing to the extremely low number of posts made available for the competitive examination each year.

36. The competitive examination was intended to enable deserving staff members to be recruited into the Professional category. Fulfilment of this commitment requires restructuring the Professional category to make the P-1 and P-2 levels real working levels and stopping the practice of reclassifying P-1 and P-2 posts to the P-3 level where they are beyond the reach of deserving General Service staff members. Both the administration and the staff take great care to ensure that individuals do not circumvent the examination process, yet the administration is de facto doing exactly that by generally recruiting at the P-3 level. Addressing this problem represents the only hope of making the competitive examination process a viable career development solution for the General Service category.

37. At this particular time, the restructuring of the Secretariat presents an excellent opportunity to achieve the positive result of designing staffing tables which provide a logical career progression. The administration has abdicated its responsibility by refusing to establish a master staffing table for the entire Organization. This important task cannot be doled out to departments individually, since it then becomes impossible systematically and objectively to assess the needs of the Organization as a whole and clearly to identify posts for utilization. General Service staff at higher levels are capable of performing responsible, para-professional functions if only the staffing table and job descriptions were structured in such a way as to permit a degree of mobility within every department.

38. A proposal was made a few years ago to offer personal promotions to the G-5 level to staff who had been at the top of the G-4 category for more than 10 years. This proposal is pending and no further action has been taken. The administration needs to take a serious look at this proposal as one possibility of rewarding staff with long service.

39. It is the staff's position that if there is to be a viable career development plan, the loss of promotion opportunities caused by retrenchment in any particular area must be made up by making it easier for staff to move to expanding areas where possibilities for advancement exist.

40. The new promotion policy as reflected in administrative instruction ST/AI/373 has yet to be fully tested in an actual promotion cycle. Departmental reviews carried out to date have revealed a need for fine-tuning. Restructuring has had a negative impact: many posts have been frozen, and those that are available are not easily identified by those eligible to apply. The increased mission requirements and their effect on promotions also need to be evaluated. Thus, we are reserving our position on the new policy, which, at any rate, will have to be reviewed by the SMCC and revised as necessary with a view to its integration into the career development plan.

41. In the development of a career development plan, it was recognized that more resources must be budgeted for training. The Secretariat has the lowest budget for training programmes of the agencies in the United Nations system. The new directions mandated by the legislative bodies of the Organization

demand a more mobile staff adaptable to the full gamut of climatic and political environments of the world.

42. Training programmes should be structured to enable staff to obtain additional skills to advance themselves in their occupational field or to enter another field. The Organization currently offers training programmes lacking any system to indicate which staff members have acquired higher-level skills and how those skills will be effectively utilized.

43. The G-to-P examination is one area in which training is critically needed. Since the inception of the examination, the only training programmes available to assist staff preparing for the exam have been sponsored exclusively by the Staff Committee. In view of the fact that this examination is mandated by the General Assembly, the administration should take the initiative to organize appropriate seminars and propose self-study materials for staff.

44. For the Organization to function efficiently with reduced resources and an increased demand for peacemaking and humanitarian missions, a commensurate increase in relevant training programmes is an imperative. The Organization's training objectives must reach beyond staff improvement and career enhancement needs. A dynamic training programme aimed at developing a core of staff prepared for rapid redeployment must be an added goal.

45. We once more urge the General Assembly to increase the budgetary allocations for the financing of training activities.

IV. STATUS OF WOMEN IN THE SECRETARIAT

46. The General Assembly requested the Secretary-General to prepare a comprehensive study of the barriers to advancement of women and an action programme for the period 1991-1995, to be submitted at its forty-seventh session. For many years, the Secretary-General has been unsuccessful in improving the status of women in the Secretariat to an acceptable level. It is essential that we identify the specific obstacles and devise an action plan to eliminate them.

47. One of the facts uncovered by the International Civil Service Commission (ICSC) at its thirty-sixth session was that deep-seated negative attitudes and preconceptions continue to impede more rapid development. Training is the only way to overcome these obstacles.

48. The United Nations, like all other bureaucracies, is under fire for failing to utilize resources effectively. We can no longer afford the luxury of wasting our most valuable asset - human resources. It is essential that women be included at every level, particularly the policy-making level. It is unacceptable that occupations where women predominate - which is throughout the General Service category - should continue to be ignored as a promising source of recruitment for the higher categories. Within the General Service

category a cadre of experienced and educated women exists, representing both developing and developed countries.

49. For many years valuable guidance has been given by various symposia and other forums on human resources planning. The Organization cannot continue to sponsor such bodies only to have the results filed and the recommendations ignored. A central authority must be designated to follow up on the many excellent suggestions that have already been made. Recommendations without implementation clearly signal lack of commitment.

50. There is one issue of particular importance that is constantly overlooked - the provision of career and promotion opportunities within the General Service and Related Categories. The secretarial occupation is a case in point. The overwhelming majority of secretaries are women, who wage a continuing battle against stereotypical attitudes which stand in the way of proper recognition of their profession for the value and diversity of the work they perform. These negative attitudes have further translated into a lack of progression and opportunities for diversified career experience which are afforded other occupational groups - even within the General Service category itself. Over the years there have been many proposals and assurances by the Office of Human Resources Management that efforts would be made to rectify this imbalance. Two years ago a restructuring of the secretarial occupation was undertaken. Although limited results were released earlier this year, the exercise has not yet been completed and many posts are still awaiting classification.

51. Women serving in General Service occupations are entitled to have careers and promotions within the category. The focus for improving the status of women in this category should not be only promotion to the Professional level. This is an issue which has been overlooked for too long and which requires immediate further study.

52. There are a number of peripheral issues that are important to all staff but of particular relevance to women. It is critically important, if the Organization is to attract and retain highly qualified women, that the requirements for child-care facilities be carefully reviewed. Despite scarce resources, financing and expansion of facilities and subsidies for lower paid staff are investments that will yield a triple-fold return. All studies indicate that the resultant rise in productivity and staff morale is tremendous and that the benefits far outweigh the expenditure. Flextime, part-time work and job-sharing are also specially important to women, since they are the primary caregivers, not only for children, but also for spouses and secondary dependants in the family.

53. The staff applauds the recent affirmation by the Secretary-General of his intent to reinforce the existing policy on equal treatment of men and women and prevention of sexual harassment. The proposed policy statement and guidelines on sexual harassment will be an important step forward towards equality. It has taken a long time for the Secretariat to admit that the problem exists and to take corrective measures. It is therefore unfortunate

to note that, though agreed upon in August by the staff associations, they have not yet been endorsed by the Secretary-General. We firmly hope that the Secretary-General will give this issue his immediate attention and endorse the guidelines so that they can be implemented and disseminated with the priority they deserve. This will send a clear message system-wide that sexual harassment is as intolerable and unacceptable as every other form of discrimination and that, should it occur, it will be dealt with swiftly and firmly.

V. ADMINISTRATION OF JUSTICE

54. The staff strongly disagrees with the contention of the administration that the increased case-load of the justice system in the Secretariat is largely due to increased confidence of the staff in redress procedures. It is instead the result of a deterioration in the quality of administrative decision-making and consistent patterns of abuse in certain departments of the Secretariat. The refusal of the administration to admit such patterns will, regardless of reforms, continue to place additional burdens on the administration of justice in the Secretariat. Valuable resources are too often wasted defending the indefensible - namely, managers who have made conscious or unconscious errors. Those resources would be best spent developing training programmes on good management practices so that managers will know what is expected of them in order to avoid similar appeals in the future. The failure of administration to enforce staff rule 112.3, by which managers can and should be held financially responsible for violating regulations, rules and administrative instructions, will ensure that widespread abuse of authority will continue to be a major issue confronting the justice system of the United Nations. An immediate assessment should be undertaken by the Department of Administration and Management to review the departments to identify supervisors whose sections have recurring problems. Programme managers should be held accountable for their actions and those who repeatedly violate the rights of staff members should be removed. Disciplinary proceedings should be instituted against those officials whose behaviour is tantamount to misconduct.

55. We have on various occasions referred to the unfairness of a justice system where the Secretary-General may draw upon a full complement of professional attorneys in his employ while staff members may only have the assistance of current or retired staff members who are part of a totally volunteer advocacy. Such a system can only be viewed as prejudiced from the outset against the staff.

56. The present volunteer advocacy - the Panel of Counsel - is not given nearly enough secretariat support to perform its functions. The secretariat consists of two full-time staff members - a Coordinator and one support staff - handling the combined volume of cases in the entire Secretariat world wide at all levels, i.e., from the lower appellate bodies through the Administrative Tribunal. Additional resources are needed for paralegal services and intensive training to ensure that members have the knowledge,

skills and competence to properly defend the rights of the staff. The restructuring exercise has had a serious negative effect on the system of volunteer advocacy. Many of the best members have had their functions enlarged to the point where they can no longer devote time to the functions of counsel. We have brought these facts to the attention of the Under-Secretary-General for Administration and Management, who has committed himself to strengthening the administration of justice. However, that commitment needs to be followed by concrete actions, designed in particular to remedy the critical situation in the Panel of Counsel.

57. We fully support the position of the administration that problems that arise amongst the staff should be resolved as closely as possible to the place where they have arisen. It is incumbent upon the administration to take the necessary steps to develop adequate panels of counsel and discrimination at every duty station where they do not now exist. It is also essential that the administration do its utmost to consider positively recommendations to the largest extent possible, in order to build confidence in the informal reconciliation of grievances.

58. We welcome the role of the Administrative Review Unit (ARU) in trying to resolve potential appeals, thus obviating the need for more formal appellate review. However, the staff of the ARU is quite limited for this highly important function, and it would be of great benefit to both staff and administration to have the secretariat for this function increased. The enormous number of appeals, coupled with the variety of levels at which it is involved, will make it difficult for the ARU to continue fulfilling its extremely important conciliation function. An investment in resources for this purpose would yield substantial savings by reducing the number of cases which evolve into formal litigation.

59. Over the past few years great strides have been made towards achieving reforms in the administration of justice in the Secretariat and establishing an efficient and well-functioning grievance and disciplinary system. In particular, the Secretary-General's policy of accepting unanimous Joint Appeals Board recommendations except where major questions of law or principle are impinged was instrumental in legitimizing the work of the Board and instilling a true sense of justice for the staff. The most serious setback to the administration of justice in the United Nations has been the refusal of the current administration to honour this commitment. The failure to accept unanimous recommendations impugns the integrity of the Board. It is imperative that the administration reconsider its position on this issue and that the General Assembly take a serious look at the effect this retrogression is having on the system of justice in the United Nations.

60. The two main issues we have presented - increased scrutiny of JAB recommendations and the disadvantage of limiting staff to counsel from within the Secretariat - make the role of the Panel of Counsel more pronounced and its strengthening all the more imperative.

61. There are serious questions about the lack of due process in the current justice system. One arm of the Office for Human Resources Management, the Administrative Review Unit, reviews all claims against the Organization and defends those that come before the Joint Appeals Board. When the Joint Appeals Board makes a recommendation in a particular case, the recommendation is remanded to the Office of Human Resources Management for final review. It is inappropriate for the same office to review and defend a claim and subsequently advise the Secretary-General on the decision after litigation. The office that reviews the final recommendations of the Joint Appeals Board must be independent from the Office for Human Resources Management. Otherwise due process is not observed. Decisions must be taken only by the Secretary-General as the Chief Administrative Officer of the Organization.

Appendix

LIST OF STAFF MEMBERS WHOSE RIGHTS HAVE BEEN VIOLATED BY STATES MEMBERS OF THE UNITED NATIONS*

Afghanistan

Bismillah Kamkai (UNDP)	Executed (arrested 05.05.79)
Tawakal Shah (UNICEF)	Imprisoned 08.06.81; Died in prison
Daulat Mir (FAO)	Detained 28.08.84; Conscripted into Army
Saleem Hairan (FAO)	Forced into Army 27.01.88 while holding valid exemption card
Mohammed Omar (FAO)	Detained 17.05.89; Conscripted into Army
Najibullah Bekeran (UNCHS (Habitat))	Killed 20.07.92

Argentina

Viviana Micucci (WHO)	Disappeared (arrested 11.11.76)

Cambodia

Russell Stuart (Lt.-Col.) (UNTAC)	Wounded 26.02.92

Chile

Fernando Olivares-Mori (ECLAC)	Killed (arrested 06.10.73)
Carmelo Soria Espinosa (ECLAC)	Killed (arrested 14.07.76)

China

Yue Jiang (IAEA)	Under country detention; prevented from resuming his post after home leave since 02.09.89

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* Statistics for UNRWA staff as at June 1992.

Egypt

Zuhair Husain Adwan (UNRWA)	Detained 01.04.89; deported to the Libyan Arab Jamahiriya

Ethiopia

Melake Belay (ECA)	Arrested 15.10.78 (unaccounted for)
Tesfamariam Zeggae (ECA)	Detained 02.03.82 Released 23.05.91
Ghennet Mebrahtu (WHO)	Detained 08.06.89 Released 23.05.91
Roshan Beraki (UNICEF)	Arrested March 91 Released and rearrested 17.08.91
Kassu Asgedon (WFP)	Detained 04.09.91
Tekuye Muhe (UNHCR)	Killed 11.03.92
Lourenço Mutaca (UNHCR)	Killed 31.03.92

Guatemala

Konrad Schultz (UNIDO)	Killed May 1982

Israeli authorities in Gaza Strip

El Nabil Mohammad Al-Ajrami (UNRWA)	Imprisoned 27.07.85 a/
Mohammad Salman Abu Ghubait (UNRWA)	Imprisoned 27.07.85 a/
Daifalla Umar Zayed Abu Samhadanah (UNRWA)	Imprisoned 05.03.86 a/
El-Haidar Sa'di Al-Aila (UNRWA)	Imprisoned 07.04.87 a/
Mahmoud Hasan Ismail Zaqqout (UNRWA)	Imprisoned 30.08.87 a/
Marwan Izzat Qassem Ali (UNRWA)	Detained 25.01.88 Released 24.10.90
Ibrahim Fawzi El-Kurd (UNRWA)	Detained 17.04.88
Husain Ibrahim Abu Nar (UNRWA)	Detained 15.08.88 Released 14.10.90
Abdul Fattah Hasan Dukhan (UNRWA)	Detained 18.09.88 Released 16.10.90
Fayez Nour Salha (UNRWA)	Detained 21.11.88
Ramadan Tawfiq Dahalan (UNRWA)	Imprisoned 24.01.89 b/ Released 14.12.91
Anwar Khalil Maliha (UNRWA)	Detained 02.02.89
Majed Mohammad Abu El Auf (UNRWA)	Detained 26.02.89 Released 24.02.91
Nabil Ibrahim El Sawalhi (UNRWA)	Detained 18.05.89
Ismail Hasan Abu Shanab (UNRWA)	Detained 30.05.89

Israeli authorities in Gaza Strip (continued)

Hassan Abdul Hamid Dib (UNRWA)	Detained 30.05.89
Hasan Ibrahim Muzayyen (UNRWA)	Detained 31.05.89
Awni Mohammad Abu Saif (UNRWA)	Detained 31.05.89
Munir Mohammad El Masawabi (UNRWA)	Detained 31.05.89
	Released 30.11.90
Mohammad Ibrahim Noufal (UNRWA)	Detained 03.06.89
	Released 03.04.91
Anwar Ali Al Barawi (UNRWA)	Detained 21.06.89
Mahmoud Ahmad Abu Zayeda (UNRWA)	Imprisoned 31.07.89
Ibrahim Salah El Saiqali (UNRWA)	Imprisoned 01.08.89
Dawoud S. El Mudallal (UNRWA)	Detained 02.08.89
Jamal Abdala Abu Zubeida (UNRWA)	Detained 03.08.89
	Released 23.12.90
Ali Saleh Darwish (UNRWA)	Imprisoned 07.08.89
Nawwaf Jamil Awwad (UNRWA)	Detained 08.08.89
Mohammad Abdul Rabbu Abu El Kas (UNRWA)	Detained 17.08.89
	Released 01.07.91
Abdul Rahman Nayef El Slaibi (UNRWA)	Detained 10.09.89
	Released 27.08.91
Salman Ahmad Abu Aql (UNRWA)	Detained 12.09.89
	Released 08.11.90
Said Mahmoud El Aila (UNRWA)	Detained 25.09.89
	Released 20.08.90
Khaled Abdul Rahman Matar (UNRWA)	Detained 21.11.89
Jamil Yusuf Ulayyan (UNRWA)	Detained 03.12.89
Mahmoud Hassan Humaid (UNRWA)	Imprisoned 12.12.89
	Released 11.06.90
Shawkat Abdul Rahman Abu Safiya (UNRWA)	Detained 17.12.89
	Released 05.07.90
Hafez Mahmoud El Sharif (UNRWA)	Imprisoned 18.12.89
	Released 17.12.91
Fathi Samih Abu Qamar (UNRWA)	Detained 09.01.90
	Released
Mohammad Abbas Hassouna (UNRWA)	Detained 17.01.90
	Released 10.07.90
Salem Sulaiman Abu Madi (UNRWA)	Detained 22.01.90
Hasan Juma Awad (UNRWA)	Detained 22.01.90
	Released 15.07.90
Imad Mohammad Abu Aukal (UNRWA)	Detained 23.01.90
	Released 22.11.90
Hatam Roubin El Jaish (UNRWA)	Detained 14.02.90
	Released 31.07.90
Taysir Abdul Fattah Eid (UNRWA)	Detained 26.02.90
	Released 15.08.90
Numan Ali El Madhoun (UNRWA)	Detained 12.03.90
	Released 06.08.90
Suhail Said El Hasheem (UNRWA)	Imprisoned 30.03.90
Jamal Darwish El Madhoun (UNRWA)	Detained 08.04.90
	Released 30.06.91

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Israeli authorities in Gaza Strip (continued)

Basem Yusef El Fadi (UNRWA)	Detained 21.04.90 Released 19.07.90
Jamal Mohammad Miqdad (UNRWA)	Imprisoned 02.05.90
Riyad Abdul Rahman Matar (UNRWA)	Detained 03.05.90 Released 11.09.90
Taysir Abdul Aziz Abu Fanouna (UNRWA)	Detained 09.05.90 Released 10.07.90
Ahmed Mohammad Hamdan (UNRWA)	Detained 13.05.90 Released 08.01.91 Rearrested 22.12.91
Khaled Shaban Awad (UNRWA)	Detained 17.05.90 Released 01.07.91
Mahmoud Husain Jarbu (UNRWA)	Detained 23.05.90 Released 19.09.90
Majed Ahmad El Malfouh (UNRWA)	Detained 24.05.90
Abdel Moati Libhaisi (UNRWA)	Killed 11.05.92
Abdul Qader Majid Abu Shawish (UNRWA)	Detained 27.05.90 Released 26.02.91
Mahmoud Ahmad Murad (UNRWA)	Detained 02.06.90 Released 01.11.90
Zuhair Ahmed Ashour (UNRWA)	Detained 11.06.90 Released 05.02.91
Fadel Said Shalayel (UNRWA)	Detained 16.06.90 Released 15.10.90
Jamal Sulaiman El Arqan (UNRWA)	Detained 17.07.90 Released 20.06.91
Taysir Mohammad Abdul Jawwad (UNRWA)	Imprisoned 30.07.90 Released 29.10.91
Bashir Uthman El Ghalayini (UNRWA)	Detained 19.08.90 Released 14.01.91
Adel Ali Abu Ghali (UNRWA)	Detained 25.08.90
Raed Zaki Adwan (UNRWA)	Detained 25.08.90
Husain Khalil El Burdaini (UNRWA)	Detained 25.08.90
Zakariya Adel Abu Sulaima (UNRWA)	Detained 26.08.90 Released 24.09.90
Mohammad Mohammad Mishmish (UNRWA)	Detained 28.08.90 Released 21.12.90 Rearrested 13.09.91 Released 15.12.91
Ahmad A. Latif El Ashqar (UNRWA)	Detained 06.09.90 Released 22.08.91
Khaled Taha El Amya (UNRWA)	Detained 12.09.90 Released 06.06.91
Ibrahim Sadi Lulu (UNRWA)	Detained 20.09.90
Abdalla Ismail Abu Shawareb (UNRWA)	Detained 06.11.90
Abed Rabbu Hussein Abu Aun (UNRWA)	Detained 10.11.90 Released 05.09.91
Mahmoud A. Hamid Mohammad (Dr.) (UNRWA)	Detained 22.11.90

Israeli authorities in Gaza Strip (continued)

Jabr Abdalla Nijim (UNRWA)	Detained 30.11.90 Released 20.05.91
Mohammad A. Hay Nabhan (UNRWA)	Detained 15.12.90 Released 13.06.91
Abdel Fattah Hasan Dukhan (UNRWA)	Detained 15.12.90 Released 05.06.91
Hammad Ulayyan El Hasanat (UNRWA)	Detained 15.12.90 Released 04.06.91 Rearrested 11.09.91 Released 28.09.91
Imad Eddin Mohammad Abu Zanouna (UNRWA)	Detained 24.12.90 Released 03.10.91
Said Abed Shabat (UNRWA)	Detained 27.12.90 Released 28.05.91
Suheil Hasan Al Sayyed (UNRWA)	Detained 03.01.91
Abdalla Yusuf Awad (UNRWA)	Detained 07.01.91
Mahdi Musa El Dawahidi (UNRWA)	Detained 10.01.91
Nafez Suleiman El Jub (UNRWA)	Detained 14.01.91
Juma Salim El Haj Ahmad (UNRWA)	Detained 14.01.91
A. Nabi Said El Rantisi (UNRWA)	Detained 23.01.91
Zudi Khamis Amsha (UNRWA)	Detained 04.02.91 Released 05.08.91
Zuhdi Khamsi Amsha (UNRWA)	Detained 12.02.91 Released 05.08.91
Assad Jamil El Rantisy (UNRWA)	Detained 12.02.91
Khaled Mohammad Al Sheikh Id (UNRWA)	Detained 13.02.91 Released 24.05.91
Saber Abdalla Abu Amrah (UNRWA)	Detained 04.03.91 Released 15.05.91
Salah A. Rabbu Abu El Jidyan (UNRWA)	Detained 21.03.91 Released 08.12.91
Bashir Uthman El Ghalayini (UNRWA)	Detained 22.03.91
Jamal Atiya Tayeh (UNRWA)	Detained 22.03.91 Released 04.12.91
Mohammad Khalil El Khaldi (UNRWA)	Detained 09.04.91 Released 05.09.91
Ghassan Musued El Arabid (UNRWA)	Detained 09.04.91 Released 09.06.91
Zuhair Mohammad Zedan (UNRWA)	Detained 22.04.91 Released 27.11.91
A. Karim Madyouf Shaath (UNRWA)	Detained 12.05.91 Released 19.06.91
Jalal Diab Barakat (UNRWA)	Detained 18.05.91 Released 06.06.91
Khaled Darwish Ashour (UNRWA)	Detained 25.05.91
Mohammad Zaki El Atawneh (UNRWA)	Detained 03.06.91
Ahmad Mahmoud Rafee (UNRWA)	Detained 02.07.91
Azmi A. Karim Hammad (UNRWA)	Detained 09.07.91 Released 19.12.91

Israeli authorities in Gaza Strip (continued)

Jamel Abdalla Abu Zubaida (UNRWA)	Detained 09.07.91
	Released 08.08.91
Iyad Isa Abu Areeda (UNRWA)	Detained 10.07.91
	Released 26.07.91
Naim Ahmad Hamdan (UNRWA)	Detained 01.08.91
	Released 02.08.91
	Rearrested 24.09.91
	Released 30.01.92
Rafta A. Rahim Abu Hashem (UNRWA)	Detained 07.08.91
	Released 12.09.91
Ghassan Musaed El Arabid (UNRWA)	Detained 11.08.91
Khaled Mohammad Al Sheikh Id (UNRWA)	Detained 12.11.91
Hilmi Naim El Aila (UNRWA)	Detained 13.08.91
	Released 25.11.91
Muhammad Deeb Amer (UNRWA)	Detained 18.08.91
	Released 16.12.91
Maher Sulaiman Adasi (UNRWA)	Detained 18.08.91
	Released 05.09.91
Hatem Roubin El Jaish (UNRWA)	Detained 21.08.91
Ahmad A. Jabbar Hamad (UNRWA)	Detained 02.09.91
	Released 19.09.91
Ismail Khalil Salama (UNRWA)	Detained 01.10.91
Shehda Mohd Abu Tayeh (UNRWA)	Detained 18.10.91
Nahed Mahmoud Abu Harb (UNRWA)	Detained 28.10.91
	Released 08.11.91
Jamal Abdalla Abu Zubaida (UNRWA)	Detained 28.10.91
	Released 15.11.91
Said Mohammad Siam (UNRWA)	Detained 29.10.91
Munir Khaled El Ghoul (UNRWA)	Detained 30.10.91
Hamdi Mahmoud Matar (UNRWA)	Detained 31.10.91
Omar Yusuf Ulayyan (UNRWA)	Detained 03.11.91
	Released 10.12.91
Zaher Ramadan El Kurdi (UNRWA)	Detained 07.11.91
Khaled Mohammad Al Sheikh Id (UNRWA)	Detained 12.11.91
Jaber Zayed Abu Rezeq (UNRWA)	Detained 13.11.91
Ramadan Mohammad Dada (UNRWA)	Detained 25.11.91
	Released 06.12.91
Ibrahim Ahmad Qandil (UNRWA)	Detained 04.12.91
Mazen Salim El Arbid (UNRWA)	Detained 05.12.91
	Released 18.12.91
Hasan Mahmoud Lubbad (UNRWA)	Detained 06.12.91
Ahmad Abed Taleb (UNRWA)	Detained 06.12.91
Hasan Mahmoud Lubbad (UNRWA)	Detained 06.12.91
Hasan A. Rahim Abu Hashim (UNRWA)	Detained 08.01.92
	Released 24.01.92
Samal Abda..a Lafi (UNRWA)	Detained 08.01.92
Husni Mohammad El Ajrami (UNRWA)	Detained 16.01.92
Hassan Ahmad Mansour (UNRWA)	Detained 11.02.92

Israeli authorities in Gaza Strip (continued)

Ayyoub A. Aziz Khaddoura (UNRWA)	Detained 18.02.92
Mithqal Mahmoud Abu Daher (UNRWA)	Detained 24.03.92
Mohammad A. Raouf Raba (UNRWA)	Detained 22.06.92

Israeli authorities in West Bank

Said Ali Abdul Had Banat (UNRWA)	Imprisoned 22.07.85 a/
Mohmoud Mustafa Abdallah Ramahi (UNRWA)	Imprisoned 07.11.86 a/
Mohammad Imad Abdallah Abdul Rahman Jabr (UNRWA)	Imprisoned 27.11.87 a/
Yousef Ismail Shaban (UNRWA)	Detained 08.08.88 a/
Marwan Ismail Hudeib (UNRWA)	Detained 21.12.88
Bassam Nihad Ibrahim Jarrar (UNRWA)	Detained 15.05.89
	Released 16.11.89
	Rearrested 03.04.90
	Released 30.09.90
Ahmad Fares Odeh (UNRWA)	Detained 28.06.89
Akram Saed Eddin Dukmaq (UNRWA)	Detained 16.01.90
	Released 24.03.91
Harbi Mohammad Toumalieh (UNRWA)	Detained 27.02.90
	Released 04.07.90
Khalid Ali Othman Seifi (UNRWA)	Detained 05.03.90
	Released 25.07.90
Imad Arafat Abu Libdeh (UNRWA)	Detained 07.03.90
	Released 04.02.91
Niaz Farah Mohammad Mazaraa (UNRWA)	Detained 13.03.90
	Released 12.12.90
Hani Ali Mohammad Beydoun (UNRWA)	Detained 20.03.90
Ahmad Ramadan Mteir (UNRWA)	Detained 24.03.90
	Released 09.08.90
Yasir Kazmuz (UNRWA)	Killed 28.03.90
Bassam Nihad Ibrahim Jarrar (UNRWA)	Detained 03.04.90
	Released 30.09.90
Basima Farouq Odeh Yacoub (UNRWA)	Detained 09.05.90
Nariman Ribhi Rashid Ilayyan (UNRWA)	Detained 10.05.90
	Released 18.09.90
Adnan Mohammad Ahmad Hammash (UNRWA)	Detained 10.05.90
	Released 01.08.90
Yahya Hasan Najjar (UNRWA)	Detained 11.05.90
	Released 12.11.90
Naser Mohammad Jibril Zubeidi (UNRWA)	Detained 24.05.90
	Released 01.10.90
Salameh Salim Rihan (UNRWA)	Detained 01.06.90
Mohammad Khalil Yousef El Bayed (UNRWA)	Detained 11.06.90
	Released 07.12.90
Imad Saed Eddin Qatami (UNRWA)	Detained 04.07.90
Mohd Fares Ibrahim Saqer (UNRWA)	Detained 25.06.90
	Released 24.12.90

Israeli authorities in West Bank (continued)

Ibrahim Mohammad Abu Arqoub (UNRWA)	Detained 27.06.90
	Released 10.07.90
Ibrahim Ali Khaled Al Masri (UNRWA)	Detained 30.06.90
	Released 29.09.90
Imad Saed Eddin Qatami (UNRWA)	Detained 04.07.90
Ibrahim Mohammad Hattab (UNRWA)	Imprisoned 07.08.90
Mohammad Ali Hussein Omar (UNRWA)	Detained 11.09.90
Mohammad Taysir Irsan Twair (UNRWA)	Detained 12.09.90
	Released 16.07.91
Yaish Ibrahim A. Qader Naklieh (UNRWA)	Detained 31.10.90
Mohammad Ali El Faqih (UNRWA)	Detained 28.11.90
	Released 29.08.91
Thabet Ahmad Mohammad Abdullah (UNRWA)	Detained 03.12.90
	Released 31.10.91
Ahmad Ali Ahmad (UNRWA)	Detained 14.12.90
	Released 13.05.91
Tayseer Mustafa Abdallah Zeid (UNRWA)	Detained 18.12.90
Husni Mohammad Ahmad Borini (UNRWA)	Detained 23.12.90
Khader Mahmoud Said Jawabreh (UNRWA)	Detained 26.12.90
Osama Jameel Al Bast (UNRWA)	Detained 28.12.90
	Released 26.09.91
Hussein Mohammad Hussein Salim (UNRWA)	Detained 14.01.91
	Released 13.10.91
Tahseen Abdul Aziz Zied (UNRWA)	Detained 29.01.91
	Released 27.08.91
Walid Rubin Al Khatib (UNRWA)	Detained 11.02.91
Fawzi Ali Jiddo (UNRWA)	Detained 13.02.91
	Released 05.06.91
Khaled Mohammad Hasan Hussein (UNRWA)	Detained 17.02.91
	Released 16.05.91
Ahmad Mansour Ibreiqeh (UNRWA)	Detained 03.03.91
	Released 02.08.91
Abdul Hamid Talal Maari (UNRWA)	Detained 14.03.91
Kamal Abdul Rahman Salem (UNRWA)	Detained 14.03.91
Abdul Hamid Talal Al Maari (UNRWA)	Detained 14.04.91
Mohammad Sameeh Ragheb Massad (UNRWA)	Detained 23.04.91
	Released 22.05.91
Jihad Hikmat Khalil Assi (UNRWA)	Detained 15.05.91
Mohammad Ibrahim Toumalieh (UNRWA)	Detained 27.05.91
Hassan Abdul Latifkamal (UNRWA)	Detained 01.07.91
	Released 11.07.91
Ribhi Otman Wakkad (UNRWA)	Detained 24.07.91
	Released 25.07.91
Dirar Abdullah Barakat (UNRWA)	Detained 30.07.91
	Released 21.08.91
Mohammad Khalil Yousef Al Bayed (UNRWA)	Detained 09.08.91
Sufiyan Saed Eddin Dasouqi Jaber (UNRWA)	Detained 09.08.91
Mohammad Khalil Yousef Al Bayed (UNWRA)	Detained 19.08.91

Israeli authorities in West Bank (continued)

Mahmoud Abdul Rahman Abu Sabiha (UNRWA)	Detained 15.12.91 Released 25.12.91
Amin Ahmad Abdul Abu Shalbak (UNRWA)	Detained 01.01.92
Naser Yusuf Matar (UNRWA)	Detained 22.01.92
Fawzi Said Al Qatouni (UNRWA)	Detained 30.01.92
Bishara George Khoury (UNRWA)	Detained 06.02.92 Released 07.02.92
Husni Mohammad Husein Masri (UNRWA)	Detained 22.02.92

Jordan

Mohammad Juma Yousef Othman (UNRWA)	Detained 23.07.91 Released 07.09.91
Mahmoud Khalil Rashid Mohammad (UNRWA)	Detained 31.07.91 Released 01.09.91
Mufid Jamal Majid Bali (UNRWA)	Detained 05.08.91 Released 08.09.91
Nabeel Nazmi Fares Mustafa (UNRWA)	Detained 06.08.91 Released 01.09.91
Yousef Al Awadi (UNRWA)	Detained 22.10.91 Released 13.11.91
Yousef Mohammad Awadi (UNRWA)	Detained 13.11.91 Released 16.11.91

Kenya

Omar Wafiq Saber (UNRWA)	Detained 26.11.91 Released 30.11.91 Rearrested 19.02.92 Released 26.02.92
Kheireddin Ahmad Kemani (UNRWA)	Detained 09.12.91 Released 15.12.91
Hussein Abu El-Haija (Dr.) (UNRWA)	Detained 20.01.92
Salim Lone (United Nations)	Citizenship revoked 05.09.86 without due process of law
Paul Were (ECA)	Detained 17.01.92 Released 18.01.92
Avi Rappaport (ICAO)	Killed 20.07.92

Lebanon (Syrian Armed Forces)

Zaki Hamadeh (UNRWA)	Detained 18.03.86 Released 12.03.91
Fayyad Mohammad Freiji (UNRWA)	Detained 27.11.86 Released 13.03.91

Lebanon (Syrian Armed Forces) (continued)

Samir Ishkuntana (UNRWA)	Detained 07.04.87 Released 12.03.91
Zeidan Yassin (UNRWA)	Detained 27.05.87 (died in prison)
Rifa't Ayoub (UNRWA)	Detained 14.01.88 Released 12.03.91
Ahmad Juma Arabi (UNRWA)	Detained 31.10.88 Released 12.03.91
Majed Kanj (UNRWA)	Detained 27.02.89 Released 01.03.91
Nayef Al Araj (UNRWA)	Detained 18.09.89 Released 06.02.91
Khaireddine Kawash (UNRWA)	Detained 06.04.91 Released 01.06.91

Lebanon (militias or unknown elements)

Mahmoud Hussein Ahmad (UNRWA)	Detained 22.03.83
Mohammad Ali Sabah (UNRWA)	Detained 22.03.83
Alec Collett (UNRWA)	Abducted 25.03.85
El-Mohammad Mustafa Hajj Ali (UNRWA)	Detained 28.11.86
Nabila Breir (Mrs.) (UNICEF)	Killed 17 or 18.12.86
Abid Jawad (UNIFIL)	Killed 21.05.87
Jebreal Ibrahim Darnish (UNIFIL)	Killed 26.05.87
William Richard Higgins (Lt.-Col.) (UNTSO)	Abducted 17.02.88 Killed
Said Zeidan (UNRWA)	Missing 20.11.89 Released 03.12.89
Gena Hlass (Mrs.) (UNICEF)	Killed 08.12.89

Mauritania

Demba Niang (FAO)	Expelled 02.05.89
Ndiome Pouye (FAO)	Expelled 02.05.89
Amadou Dieng (FAO)	Expelled 06.05.89
Abdul Diallo (UNDP)	Expelled 18.05.89
Afton Ba Diallo (UNDP)	Expelled 22.05.89
Abdoulaye Diaw (FAO)	Arrested 23 or 24.05.89 Expelled 24.05.89
Mouhamedou Ba (FAO)	Expelled 12.06.89
Moussa Sagna (UNDP)	Expelled 08.07.89
Yassin Ba (Mrs.) (FAO)	Expelled 1989

Pakistan

Wadood Abdul Fattah (WFP)	Abducted 03.09.89
Kimio Kasashima (WFP)	Killed 14.06.92

Senegal

Yousouph Badiane (WFP)	Detained 22.06.90 Released
Magloire Badiane (WFP)	Detained 22.06.90 Released

Somalia

Nurradin Jeylan (UNDP)	Detained 03.07.88
Zainab Aw Jama Adan (WFP)	Missing since 04.08.88
Ahmed Mohamed Ali (WFP)	Detained 24.05.90
K. Abdel-Rahman (UNHCR)	Attacked and severely injured on United Nations premises 30.05.90
Adan Harun Abrar Farah (UNHCR)	Attacked December 1990 (died 08.12.90)
Issak Darod Dhagan (UNHCR)	Killed December 1990
Abdillahi Sheikh Omar (UNHCR)	Killed 02.07.91
Eugene Leonenko (UNICEF)	Attacked and wounded 05.01.92
Marta Pumpalova (Dr.) (UNICEF)	Killed 05.01.92
Abdi Maalim Garad (United Nations)	Killed 24.03.92

Sudan

Frazer Fedit Aryamba (WFP)	Killed 21.12.89
Roko K. Biro (UNICEF)	Detained 07.07.92
Wilma Gomez (Ms.) (UNICEF)	Killed 29.09.92
Miyut Maung (UNICEF)	Killed 29.09.92
Francis Ngure (UNICEF)	Killed 29.09.92

Syrian Arab Republic

Abdalah Daker Hayatli (UNRWA)	Missing 20.04.80
Izzedine Hussein Abu Kreish (UNRWA)	Detained 11.09.80
Ali Said Shihabi (UNRWA)	Detained 31.03.82 Released 15.12.91
Sa'di Mohammad Zeidan (UNRWA)	Died in prison 07.07.87
Ahdallah Issa (UNRWA)	Detained 06.10.85 Released 11.06.90
Sami Izza (UNDOF)	Detained 06.10.85 Released

Syrian Arab Republic (continued)

Mohammed Kteileh (UNRWA)	Detained 24.03.86 Released 11.03.91
Fadel Mohammad Kheir Salman (UNRWA)	Detained 01.04.86 Released 10.11.87
Yaser Hassan Jalbout (UNRWA)	Detained 05.04.86 Released 11.03.91
Sa'adi Mohammad Zeidan (UNRWA)	Deceased 07.07.87
Majed Salti (UNRWA)	Detained 17.05.90 Released 18.05.91
W. Jakhlab (UNRWA)	Detained 17.12.90 Released 27.12.90
Hasan Saleh (UNRWA)	Detained 28.09.91 Released 09.10.91

Uganda

Angello Arikwang (WFP)	Killed following ambush 15.03.90
Lily Nakiru (Ms.) (WFP)	Wounded following ambush 15.03.90

Zambia

Abel Nyirenda (FAO)	Arrested 16.03.89 Died on 29.04.89 following beatings

Other colleagues

Evner Ergun (United Nations)	Assassinated by unknown persons in Austria 19.11.84
Hugues Olivier (UNIDO)	Attacked at gunpoint in Côte d'Ivoire 12.09.91
Aram Husenic (UNESCO)	Killed in Nigeria 12.08.92

Families of United Nations staff members under detention

Ussama Bassa, Ibrahim Mussa Bkeirat, Amer Mohammad Hammad, sons of locally recruited staff members under detention by Israeli authorities.

Notes

a/ Imprisoned following closed trial. The United Nations was denied access to the staff member even at the time of sentencing.

b/ The United Nations was allowed access to the staff member on one occasion.